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IHRM: C00259 NITA: NITA/TRN/1234

BUILDING A HIGH PERFORMANCE ORGANIZATION THROUGH COACHING TRAINING

Date	Time	Duration	Venue	CPD	Cost (EXcl. VAT)
4th Feb, 2023	08:30 AM-11:30 AM	3 Hour(s)	Zoom Webinar, Zoom	1	1,500.00

Course Overview

To create a high performing team, we must replace typical management activities like supervising, checking, monitoring and controlling with new behaviors like coaching and communicating.
One of the notable HR trends will be the evolution of the traditional performance management from mid and or year-end performance appraisal reviews to real time, regular and consistent performance conversations. Ongoing performance coaching, career coaching and feedback sessions between superiors and their reporting staff will be part of supervision. The multi-generational workforce in the organization especially the millennials also favor regular coaching and feedback as there is mutual understanding, listening and communication to enable them to perform and develop further.

Course Objectives

By the end of this program, participants will be able to;

- Identify the purpose and benefits of providing performance coaching and feedback.
- Acquire a positive mindset and essential skills for effective coaching and feedback.
- Apply Coaching framework in various coaching situations with your subordinates.
- Use coaching for performance, career conversations, career development and “stay “interview. he process initiating, implementing and sustaining an effective coaching and feedback culture in the organization.
- Provide positive and constructive feedback that is fruitful and motivating for the staff.
- Identifying the process initiating, implementing and sustaining an effective coaching and feedback culture in the organization.

Target Groups

This training is suitable to a wide range of professionals but will greatly benefit;

- Managers and supervisors responsible for team performance.
- Human Resource Managers
- Legal advisors and compliance officers.
- HR Officers

Video Link(s)

Module Title	Video Link

CHRP. Den PN Gathitu

Secretary General
Academy of Certified Human Resource Professionals